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The College Placement Council 62 Highland Avenue / Bethlehem, PA 18017

The national association for career planning, placement, and recruitment

CPC Salary Survey

NATIONAL Interim Report No. 3 May 1985

The National Interim Report No. 3 provides data on beginning salary offers for the 1984-85 recruiting season made to students graduating between September 1, 1984 and August 31, 1985. Tables on pages 2 through 5 provide data on a national level for the interim period (April 5 through May 3) and cumulatively (September 1 through May 3). The block tables contain data for the interim period only.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 163 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded as only an indication.

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MAY 1985
NATIONAL Interim Report No. 3

AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Curriculum for All Types of Employers	INTERIM PERIOD (4/5/85 through 5/3/85) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/84 through 5/3/85) Number of Offers	Average	Percentiles 90th	50th	10th
BUSINESS										
Accounting	807	$1,687	$1,875	$1,667	$1,500	4,746	$1,684	$1,900	$1,667	$1,500
Business-General (incl. Management)	601	1,654	2,083	1,600	1,300	1,990	1,621	2,075	1,583	1,250
Marketing & Distribution	308	1,568	1,875	1,541	1,250	1,041	1,553	1,900	1,500	1,250
HUMANITIES & SOCIAL SCIENCES										
Humanities	64	1,502	1,958	1,500	1,000	369	1,447	2,000	1,417	900
Economics[1]	157	1,758	2,167	1,750	1,375	383	1,730	2,200	1,667	1,250
Other Social Sciences	144	1,625	2,083	1,583	1,250	547	1,506	2,130	1,500	958
ENGINEERING										
Aeronautical	126	2,228	2,460	2,300	1,925	390	2,230	2,450	2,263	1,930
Chemical	460	2,377	2,515	2,400	2,208	1,594	2,375	2,515	2,410	2,200
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	259	1,955	2,300	1,931	1,635	791	1,971	2,333	1,935	1,635
Electrical (incl. Computer Engrg.)	1,898	2,306	2,500	2,350	2,000	6,921	2,278	2,500	2,333	1,940
Geological	9	2,299	*	*	*	43	2,237	2,541	2,423	1,700
Industrial	246	2,225	2,416	2,270	1,950	847	2,193	2,417	2,241	1,917
Mechanical	1,000	2,288	2,500	2,308	2,042	3,695	2,259	2,492	2,300	1,931
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	60	2,324	2,500	2,340	2,150	225	2,279	2,500	2,300	2,083
Mining	4	2,300	*	*	*	28	2,192	2,470	2,325	1,729
Nuclear (incl. Engrg. Physics)	16	2,294	*	*	*	62	2,291	2,470	2,300	2,083
Petroleum	49	2,536	2,850	2,650	2,000	341	2,626	2,875	2,750	2,200
Engineering Technology	91	2,131	2,400	2,167	1,700	472	2,131	2,394	2,166	1,800
SCIENCES										
Agricultural Sciences	22	1,561	2,050	1,500	1,250	125	1,477	1,908	1,500	1,106
Biological Sciences	20	1,775	2,291	1,728	1,250	71	1,489	2,167	1,400	1,000
Chemistry	25	2,022	2,417	2,000	1,500	104	1,904	2,343	1,971	1,387
Computer Science	622	2,124	2,400	2,184	1,750	2,368	2,080	2,375	2,140	1,667
Health (Medical) Professions	4	1,330	*	*	*	118	1,789	2,333	1,750	1,280
Mathematics	141	2,029	2,400	2,070	1,583	317	2,032	2,400	2,083	1,485
Other Physical & Earth Sciences	41	1,985	2,492	2,041	1,485	138	1,928	2,424	2,008	1,416
Totals	7,174					27,726				

[1]Includes economics programs with both business and social science orientation.
*Not computed for fewer than 20 offers.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Functional Area for All Types of Employers	INTERIM PERIOD (4/5/85 through 5/3/85) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/84 through 5/3/85) Number of Offers	Average	Percentiles 90th	50th	10th
Accounting/Auditing	864	$1,700	$1,916	$1,670	$1,500	5,041	$1,692	$1,917	$1,667	$1,500
Business Administration	277	1,655	2,142	1,650	1,250	1,102	1,611	2,100	1,600	1,166
Communications	31	1,979	2,475	2,166	1,300	186	1,598	2,308	1,658	800
Community & Services Orgs. Work	12	1,153	*	*	*	82	1,321	2,060	1,204	870
EDP-Programming/Systems	755	2,143	2,417	2,208	1,750	2,777	2,104	2,390	2,160	1,725
Engineering	3,929	2,282	2,500	2,333	1,931	14,241	2,268	2,500	2,325	1,930
Farm & Natural Resources Management	2	1,325	*	*	*	47	1,527	2,025	1,500	1,050
Finance & Economics	255	1,797	2,250	1,800	1,416	673	1,732	2,166	1,709	1,300
Health (Medical) Services	14	1,294	*	*	*	150	1,678	2,292	1,667	1,166
Manufacturing &/or Industrial Operations	66	2,136	2,425	2,204	1,750	355	2,076	2,425	2,166	1,600
Mathematics/Statistics	71	1,940	2,275	1,958	1,500	164	1,955	2,333	2,000	1,483
Merchandising/Sales Promotion	284	1,572	1,916	1,500	1,288	952	1,491	1,833	1,469	1,180
Personnel/Employee Relations	24	1,624	2,083	1,542	1,150	106	1,718	2,425	1,638	1,000
Research--Non-Scientific	33	2,022	2,458	2,167	1,417	131	1,990	2,458	2,166	1,250
Research--Scientific	77	2,094	2,500	2,213	1,485	334	2,048	2,500	2,127	1,416
Rotational Training--Non-Technical	73	1,532	1,833	1,500	1,250	230	1,505	1,880	1,452	1,125
Rotational Training--Technical	35	2,189	2,465	2,250	1,600	147	2,163	2,445	2,292	1,600
Sales--Non-Technical Degree	311	1,591	1,875	1,583	1,375	870	1,584	1,916	1,550	1,250
Sales--Technical/Scientific Degree	61	2,232	2,400	2,275	1,960	138	2,193	2,425	2,217	1,917
Totals	7,174					27,726				

*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

MAY 1985
NATIONAL Interim Report No. 3
(Data Combined for Men and Women)

Master's Degree Candidates
INEXPERIENCED (One year or less
of full-time, non-military employment)

Graduate Program	INTERIM PERIOD (4/5/85 through 5/3/85) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/84 through 5/3/85) Number of Offers	Average	Percentiles 90th	50th	10th
BUSINESS										
Accounting	23	$1,944	$2,250	$1,933	$1,666	350	$2,037	$2,333	$2,041	$1,750
MBA (Non-Technical Undergraduate)	240	2,494	3,083	2,500	1,916	778	2,317	2,958	2,253	1,750
MBA (Technical Undergraduate)	53	2,626	3,041	2,615	2,083	176	2,526	2,917	2,502	2,083
MS-Business (incl. Management, Marketing, Finance, etc.)	57	2,592	3,583	2,425	1,916	129	2,471	3,333	2,350	1,833
Industrial Management (incl. Industrial Administration)	12	2,422	*	*	*	32	2,399	2,792	2,350	2,080
Administration (incl. Public, Hospital, etc.)	5	2,636	*	*	*	28	2,413	2,917	2,400	1,755
HUMANITIES & SOCIAL SCIENCES										
Humanities	1	1,385	*	*	*	31	1,515	2,000	1,417	1,000
Social Sciences	5	1,510	*	*	*	55	1,694	2,250	1,613	1,250
ENGINEERING										
Chemical	37	2,629	2,708	2,640	2,517	143	2,603	2,775	2,625	2,400
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	30	2,416	2,750	2,366	2,125	133	2,375	2,752	2,349	1,958
Electrical (incl. Computer Engrg.)	161	2,727	2,900	2,750	2,508	675	2,731	2,950	2,750	2,500
Industrial	22	2,582	2,917	2,604	2,267	66	2,487	2,917	2,508	2,158
Mechanical	72	2,678	2,846	2,700	2,400	339	2,609	2,833	2,650	2,300
Nuclear (incl. Engrg. Physics)	+	+				19	2,552	*	*	*
SCIENCES										
Chemistry	4	2,245	*	*	*	19	2,103	*	*	*
Computer Science	57	2,606	2,900	2,642	2,250	289	2,551	2,892	2,584	2,101
Geology & Related Geological Sciences	15	2,569	*	*	*	98	2,583	2,800	2,700	2,053
Mathematics	7	2,404	*	*	*	27	2,414	2,783	2,450	1,817
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	9	2,513	*	*	*	32	2,549	2,700	2,550	2,450
Totals	810					3,419				

*Not computed for fewer than 20 offers.
+No offers reported.

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(Data Combined for Men and Women)

AVERAGE MONTHLY SALARY OFFERS

Master's Degree Candidates - EXPERIENCED[1]

Graduate Program	INTERIM PERIOD (4/5/85 through 5/3/85) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/84 through 5/3/85) Number of Offers	Average	Percentiles 90th	50th	10th
Over 1 to 2 years										
MBA--Non-Technical Undergraduate	101	$2,752	$3,333	$2,783	$2,083	210	$2,610	$3,333	$2,583	$1,900
MBA--Technical Undergraduate	47	2,882	3,333	2,916	2,500	66	2,809	3,333	2,916	2,290
Over 2 to 4 years										
MBA--Non-Technical Undergraduate	151	2,949	3,750	2,958	2,333	256	2,817	3,583	2,833	2,100
MBA--Technical Undergraduate	51	2,882	3,750	2,917	2,166	67	2,872	3,750	2,917	2,166
Over 4 years										
MBA--Non-Technical Undergraduate	71	2,714	3,333	2,750	2,125	146	2,646	3,333	2,600	2,000
MBA--Technical Undergraduate	17	2,988	*	*	*	42	2,868	3,346	2,934	2,250
Totals	438					787				

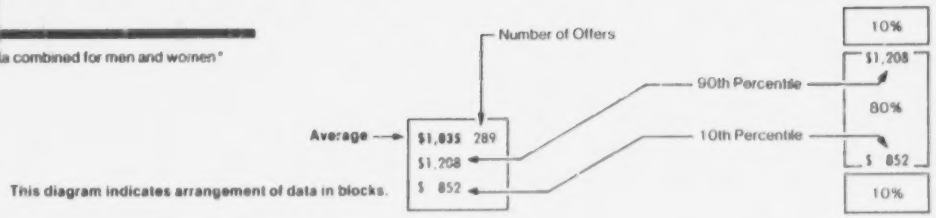
DOCTORAL DEGREE CANDIDATES

ENGINEERING										
Chemical	51	$3,395	$3,595	$3,425	$3,250	120	$3,378	$3,625	$3,417	$3,167
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	+	+				8	2,610	*	*	*
Electrical (incl. Computer Engrg.)	8	3,680	*	*	*	62	3,479	3,842	3,552	2,833
Mechanical	9	2,818	*	*	*	38	3,053	3,875	3,250	2,150
SCIENCES										
Chemistry	51	3,130	3,333	3,125	3,005	137	2,995	3,333	3,083	2,500
Mathematics (incl. Oprs. Research, Statistics, & Actuarial Science)	5	3,450	*	*	*	13	2,917	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science & Ceramics)	3	3,516	*	*	*	20	3,258	3,583	3,434	2,583
Physics	7	3,150	*	*	*	37	3,068	3,623	3,200	1,917
Totals	134					435				

[1]Years of previous full-time, non-military employment.
*Not computed for fewer than 20 offers.
+No offers reported.

Monthly beginning salary offers to all candidates by curriculum and employer

National Interim Report No. 3 ■ May 1985 ■ Data combined for men and women*



This diagram indicates arrangement of data in blocks.

The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located. Not computed for fewer than 20 offers.

10 percent of the salary offers are higher than the 90th percentile.

10 percent of the salary offers are lower than the 10th percentile.

	CURRICULUM	BUSINESS: Accounting Public	BUSINESS: Banking Finance & Insurance	BUSINESS: Merchandising (Retail & Whsle sales) & Services	MANUFACTURING ■ INDUSTRIAL: Aerospace Electronics & Instruments	MANUFACTURING ■ INDUSTRIAL: Automotive & Mechanical Equipment	MANUFACTURING ■ INDUSTRIAL: Building Materials Mfrs & Construction	MANUFACTURING ■ INDUSTRIAL: Chemicals Drugs & Allied Products	MANUFACTURING ■ INDUSTRIAL: Electrical Machinery & Equipment	MANUFACTURING ■ INDUSTRIAL: Food & Beverage Processing	MANUFACTURING ■ INDUSTRIAL: Glass, Paper Packaging & Allied Products	MANUFACTURING ■ INDUSTRIAL: Metals & Metal Products	MANUFACTURING ■ INDUSTRIAL: Petroleum & Allied Products (incl Nat Gas)	MANUFACTURING ■ INDUSTRIAL: Research & /or Consulting Organizations	MANUFACTURING ■ INDUSTRIAL: Tire & Rubber	MANUFACTURING ■ INDUSTRIAL: Utilities Public (incl Transportation)	GOVT ■ NON-PROFIT: Government—Federal	GOVT ■ NON-PROFIT: Government—Local/State	GOVT ■ NON-PROFIT: Non-Profit Orgs & Educational Institutions
BACHELOR'S DEGREE																				
NON-TECHNICAL	Accounting	$1,693 582 $1,866 $1,542	$1,588 38 $1,792 $1,375	$1,521 24 $1,750 $1,300	$1,799 26 $1,950 $1,666	$1,700 5	$1,675 14	$1,658 8	$1,831 8	$1,726 12	$1,624 11	$1,765 5	$1,795 39 $1,958 $1,625	$1,500 1		$1,671 13	$1,556 7	$1,552 13	$1,500 1
NON-TECHNICAL	Business—General (incl Mgmt)	$1,857 18	$1,606 166 $2,000 $1,292	$1,477 164 $1,750 $1,250	$1,715 67 $2,083 $1,500	$1,779 5	$1,907 12	$1,998 30 $2,300 $1,583	$1,757 26 $2,010 $1,384	$1,985 48 $2,208 $1,500	$1,788 13	$1,698 7	$1,817 14	1,712 11	$1,680 2	$1,894 6	$1,330 9	$1,250 1	$1,190 2
NON-TECHNICAL	Marketing & Distribution	$1,749 3	$1,582 17	$1,473 128 $1,800 $1,200	$1,563 51 $1,800 $1,385	$1,673 6	$1,727 14	$1,783 13	$1,673 19	$1,698 23 $1,942 $1,450	$1,659 11	$1,611 4	$1,828 5		$1,680 1	$1,587 8	$1,200 2		$1,254 3
NON-TECHNICAL	Humanities		$1,712 10	$1,434 29 $1,916 $ 833	$1,780 9		$1,450 1			$1,667 1	$1,750 1	$1,438 2		$1,500 2			$1,343 2	$1,250 2	$1,100 5
NON-TECHNICAL	Economics	$1,851 3	$1,776 76 $2,200 $1,375	$1,530 24 $1,750 $1,267	$1,854 9		$1,563 2	$1,848 3	$1,913 11	$1,753 6	$1,750 1	$1,675 1	$1,875 1	$2,051 14			$1,395 3	$1,125 1	$1,229 2
NON-TECHNICAL	Other Social Sciences	$1,868 7	$1,775 30 $2,250 $1,385	$1,526 54 $1,833 $1,250	$1,656 4	$1,783 3	$1,671 2	$1,699 10	$1,742 4	$1,776 10		$2,600 1	$1,500 2	$2,500 1		$1,756 3	$1,333 2		$1,107 11
MASTER'S DEGREE—INEXPERIENCED																				
	MBA—Non-Technical Undergraduate Degree	$2,226 32 $2,583 $1,917	$2,608 92 $3,500 $2,083	$2,413 13	$2,204 23 $2,666 $1,600	$2,895 13		$2,572 10	$2,461 4	$2,718 13	$2,861 3		$2,549 16	$2,678 9		$2,238 4	$1,654 4	$1,858 1	$2,041 3
	MBA—Technical Undergraduate Degree	$2,339 9	$2,645 16	$3,083 1	$2,772 12	$2,300 1		$2,878 1		$3,083 2	$2,650 2		$2,680 3	$2,778 3		$2,265 2			$1,917 1
BACHELOR'S SUMMARY																				
	Non-Technical Curricula	$1,700 613 $1,875 $1,550	$1,659 337 $2,083 $1,333	$1,484 423 $1,792 $1,225	$1,691 166 $2,010 $1,492	$1,725 19	$1,743 45 $2,142 $1,333	$1,854 64 $2,167 $1,583	$1,767 68 $2,010 $1,384	$1,811 100 $2,167 $1,500	$1,671 37 $1,916 $1,300	$1,715 20 $1,917 $1,335	$1,794 61 $2,000 $1,666	$1,881 29 $2,458 $1,333	$1,680 3	$1,702 30 $2,000 $1,333	$1,392 25 $1,583 $1,199	$1,474 17	$1,157 24 $1,400 $ 840
	Technical Curricula	$2,032 35 $2,250 $1,796	$1,905 109 $2,291 $1,500	$1,908 39 $2,250 $1,500	$2,386 1,900 $2,490 $2,125	$2,365 254 $2,502 $2,200	$2,113 261 $2,400 $1,708	$2,334 424 $2,475 $2,135	$2,299 389 $2,459 $2,100	$2,298 112 $2,417 $1,943	$2,324 136 $2,467 $2,090	$2,252 138 $2,450 $2,083	$2,423 318 $2,650 $2,100	$2,168 191 $2,458 $1,750	$2,380 14	$2,279 332 $2,425 $2,000	$1,823 362 $2,057 $1,558	$1,794 48 $2,208 $1,586	$1,816 31 $2,333 $1,222

* Data in block tables are for interim period only (4/5/85 through 5/3/85).

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOV'T ■ NON-PROFIT		
	Accounting—Public	Banking, Finance & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research & / or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local / State	Non-Profit Orgs & Educational Institutions
Aeronautical Engineering	$2,259 2			$2,338 70 $2,458 $2,225	$2,346 4	$2,153 8		$2,381 14		$1,958 1	$2,600 1		$2,375 1			$1,852 25 $1,933 $1,559		
Chemical Engineering			$2,250 1	$2,337 28 $2,471 $2,250	$2,414 6	$2,328 9	$2,389 194 $2,500 $2,287	$2,381 7	$2,384†28 $2,420 $2,210	$2,487*54 $2,500 $2,375	$2,234 2	$2,478 90 $2,583 $2,400	$2,272 13	$2,477 3	$2,254 8	$1,823 15	$1,900 2	
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)			$2,118 4	$2,153 11	$1,758 2	$1,922 93 $2,220 $1,667	$2,398 9	$2,117 5	$2,200 1	$1,958 1	$1,613 4	$2,286 14	$2,001 44 $2,140 $1,750		$2,093 10	$1,837 25 $1,933 $1,559	$1,752 35 $1,964 $1,633	$1,833 1
Electrical Engineering (incl. Computer Engrg.)	$2,177 4	$2,292 4	$2,580 2	$2,356 1,025 $2,500 $2,208	$2,379 69 $2,552 $2,200	$2,269 56 $2,417 $2,091	$2,488 52 $2,480 $2,300	$2,321 217 $2,475 $2,167	$2,309 11	$2,356 25 $2,500 $2,208	$2,377 16	$2,448 39 $2,600 $2,250	$2,312 39 $2,500 $2,000	$2,448 4	$2,343 156 $2,482 $2,190	$1,845 166 $2,165 $1,558	$2,231 3	$2,238 10
Geological Engineering				$2,333 1								$2,295 8						
Industrial Engineering	$2,081 6	$1,668 2	$2,583 1	$2,198 74 $2,370 $2,000	$2,328 31 $2,500 $2,225	$2,273 6	$2,247 16	$2,225 27 $2,333 $2,083	$2,408*25 $2,417 $2,400	$2,283 6	$2,184 10	$2,282 3	$2,291 8		$2,252 15	$1,908 15		$2,300 1
Mechanical Engineering			$2,113 2	$2,286 303 $2,425 $2,150	$2,393 127 $2,500 $2,208	$2,232 57 $2,383 $2,100	$2,328 89 $2,500 $2,200	$2,308 80 $2,435 $2,200	$2,341 25 $2,483 $2,000	$2,358 28 $2,500 $2,250	[illegible] $2,450 $2,100	$2,478 59 $2,600 $2,300	$2,310 25 $2,450 $2,100	$2,405 4	$2,305 63 $2,450 $2,100	$1,833 68 $2,148 $1,559	$2,062 3	$2,365 1
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,348 11	$2,448 6	$2,383 1	$2,327 5	$2,355 2		$2,271 2	$2,280 26 $2,450 $2,150	$2,418 5				$1,900 1		$2,400 1
Mining Engineering							$2,200 1					$2,200 1			$2,400 2			
Nuclear Engineering (incl. Engrg. Physics)				$2,113 2		$2,100 1	$2,785 2						$2,192 2		$2,385 8	$1,975 1		
Petroleum Engineering								$2,830 1			$2,061 3	$2,561 45 $2,850 $2,000						
Engineering Technology		$2,500 1	$1,875 1	$2,231 34 $2,350 $2,100		$1,872 13	$2,198 2	$2,149 9	$2,361 6	$2,323 4	$2,183 3		$1,979 2	$2,000 1	$2,151 10	$1,638 4	$1,600 1	
Agricultural Sciences		$1,433 7	$1,580 1	$1,400 1	$1,333 1		$1,818 4		$1,790 5	$1,664 1			$1,100 2					
Biological Sciences		$2,175 5		$2,166 1			$1,598 3		$1,603 3	$1,664 1			$1,991 2		$1,917 1			$1,326 4
Chemistry		$2,250 2	$2,250 1	$2,275 1			$1,984 11	$1,750 1	$2,417 1	$2,020 1		$2,560 1	$2,313 3			$1,500 1		$1,250 2
Computer Science	$1,985 18	$1,877 39 $2,291 $1,542	$1,789 20 $2,000 $1,565	$2,196 287 $2,418 $1,900	$2,177 6	$2,264 15	$2,191 34 $2,333 $2,100	$2,151 21 $2,417 $1,865	$1,867 7	$2,062 10	$2,089 6	$2,205 48 $2,375 $2,083	$2,113 34 $2,521 $1,500	$2,259 2	$2,140 55 $2,390 $1,920	$1,663 17	$1,772 3	
Health (Medical) Professions																		$1,330 4
Mathematics	$2,033 5	$1,927 48 $2,233 $1,583	$1,745 6	$2,340 38 $2,458 $1,917	$2,850 2	$2,350 1	$2,158 1	$2,327 5		$1,863 2	$2,050 1	$2,109 4	$2,163 9		$2,277 3	$1,710 9	$1,233 1	$1,749 6
Other Physical & Earth Sciences		$1,833 1		$2,316 13		$1,500 1	$2,000 1					$2,167 1	$2,161 7		$2,000 1	$1,683 15		$1,400 1

†The average and the 90th percentiles are close in value because of a clustering of offers

*The average and the 10th percentiles are close in value because of a clustering of offers

+ All data points are close in value because all but 3 offers fall between $2,400 and $2,417